

INTERVIEW QUESTION GUIDE

The more strategic you are with your interview questions, the more confident you'll be in your final candidate selection.

Use a top-down approach. Start by defining the key responsibilities of the role, then identify the characteristics best suited to complete the tasks therein.

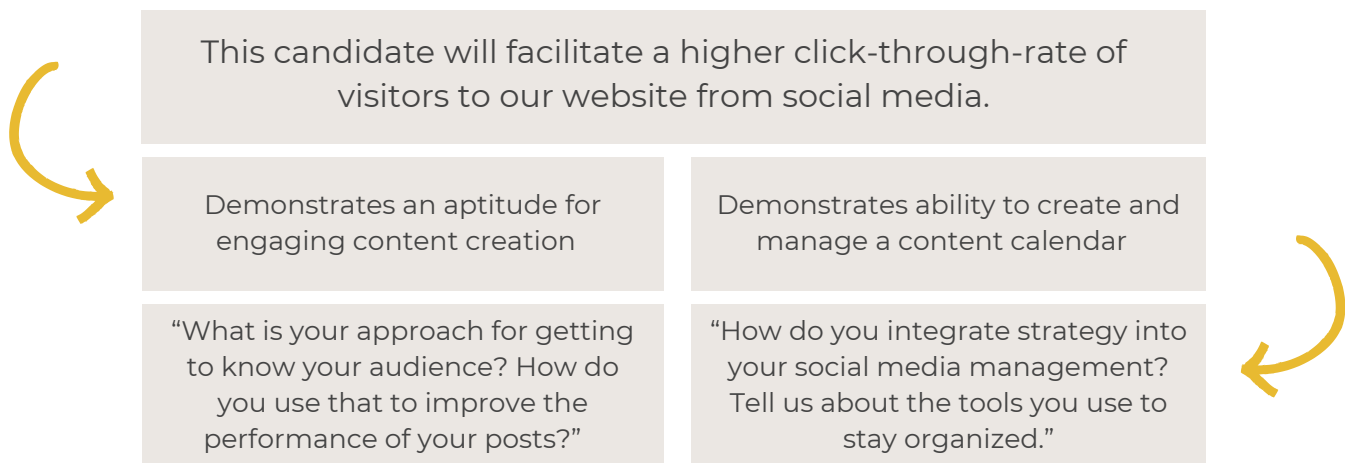
The answers to the questions you ask, should match the characteristics you outlined.

What is your goal for someone in this role?
 What do you want them to achieve?

What are two characteristics they should have that would enable them to achieve that goal?

Brainstorm two story-based questions whose answers could highlight your desired strengths

For Example: Questions for a Marketing Intern



Use a 1-5 scoring method for each candidate response to fairly assess their overall performance.